

Health and Welfare

The City provides medical and dental benefits to POA represented employees and their dependents. The City will pay full premium for Kaiser HMO Health Plan and Aetna Dental DMO pre-paid plan for the employee and any eligible dependent. Employees choosing a non-Kaiser HMO coverage will pay a flat annual amount of \$600 regardless of the number of dependents covered. Employees choosing the Aetna Dental PPO preferred provider plan would be responsible for any additional costs over and above the DeltaCare USA pre-paid plan.

HEALTH PLANS AND RETIREE HEALTH

The City currently offers the Kaiser and Aetna HMO plans and the Aetna PPO plan to its active employees and their dependents. Health coverage is effective on your date of hire. Individuals retiring from the City may choose to continue participating in the City’s health plans at their own cost.

DENTAL INSURANCE

The City currently offers the Aetna Dental DMO Pre-paid and Aetna Dental PPO Dental Plans. Coverage is effective on your date of hire.

VISION INSURANCE

The City currently offers the MES Vision plan. Coverage is effective on your date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both health and dependent/child care FSAs. FSAs may be funded by payroll deductions. The maximum annual payroll deduction Health FSA is \$5,000. Dependent/Child Care FSAs are limited to \$5,000 from all sources.

LIFE INSURANCE

The City provides a \$50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of \$10,000, up to a maximum of \$550,000 or four times their annual salary, whichever is less. Coverage for your spouse or same sex domestic partner is available in \$10,000 increments up to the lesser of \$100,000 and 50% of your coverage, as long as you purchase Optional coverage for yourself.

RETIREMENT MEDICAL TRUST (RMT)

A retirement medical trust is a health benefit savings vehicle that will allow POA employees to accumulate funds to pay for qualified medical premiums and expenses on a tax-free basis. This trust was set up through the Peace Officers Research Association of California (PORAC). The City will contribute \$100 per month to this Plan, for all current POA employees on a pre-tax basis. Upon retirement, POA employees shall transfer an amount equal to 100% of the cash value of the employee’s vacation and floating holiday leave balance for which they would receive payment, into RMT on a pre-tax basis.

Retirement

BASIC RETIREMENT

The City contracts with CalPERS for the provisions of its retirement benefits. Miscellaneous members have the 3% @ 50 plan with the City paying the 9% employee contribution. Employees may retire when they reach 50 years of age with five years of CalPERS service credit. Following is a summary of the CalPERS contract provisions:

- Formula: 3% @ 50
 - Employee Contributions (City Paid): 9%
 - Post Retirement Survivor’s Continuance
 - Retired Death Benefit \$5,000
 - Credit for Unused Sick Leave
- One Year Final Compensation
 - 1959 Survivor Benefit (Level 4)
 - Employer Paid Member Contributions (EPMC) Reported as Earnings
 - Military Service Credit as Public Service
 - Social Security Coverage-No

457 DEFERRED COMPENSATION

The City offers 457 plans through ICMA and Nationwide. These accounts are voluntary and are employee funded.

Vacations, Holidays and Leaves

VACATION

POA employees will be credited vacation hours on a biweekly basis and shall accrue the following:

- 10 days (0 - 4 years of service)
- 15 days (5 - 9 years of service)
- 20 days (10 - 14 years of service)
- 25 days (15+ years of service)

The maximum accrual is two times the annual accrual. Employees may sell back up to 40 hours of accrued vacation once per fiscal year.

SICK LEAVE

POA employees accrue 96 hours per year at a rate of 3.69 hours per pay period. If during a fiscal year in which the employee was employed as of July 1, they use 32 hours or less of sick leave, they may convert to cash 25% of the remaining fiscal year’s accrual.

HARD HOLIDAYS

The City is closed and employees receive compensation for the following holidays:

• New Year’s Day - January 1	• Martin Luther King, Jr. Day - Third Monday in January
• Memorial Day - Last Monday in May	• Independence Day - July 4
• Labor Day - First Monday in September	• Thanksgiving Day - Fourth Thursday in November
• Christmas - December 25	

FLOATING HOLIDAYS

Employees are credited with 40 hours each fiscal year for the following floating holidays:

• Lincoln’s Birthday - February 12	• Washington’s Birthday - Third Monday in February
• Admission Day - September 9	• Columbus Day - Second Monday in October
• Veterans Day - November 11	

LEAVE BALANCE PAYOFF AT TERMINATION

All vacation and accrued floating holidays are paid in a lump sum payment upon termination. Sick leave balances will not be paid upon termination. If the employee retires from the City within four months of separation from employment, he/she may convert unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for each day of unused sick leave.

Other Benefits

MILEAGE REIMBURSEMENT

POA employees shall be subject to mileage reimbursement when required to use their private automobile for authorized City business.

UNIFORM ALLOWANCE AND EDUCATIONAL DIFFERENTIALS

POA employees shall be entitled to a uniform cleaning allowance of \$300 per calendar year. They are also eligible for education incentives based upon their level of education as follows:

• \$200 - AA / AS	• \$300 - BA / BS or Advanced/Supervisory POST
• \$350 - BA / BS and Advanced/Supervisory POST	• \$400 - MA / MS or higher

OUT OF CLASS ASSIGNMENT

POA employees may receive 5% Out of Class pay in the event that they are assigned duties of a higher level classification for a period of time more than 10 consecutive days.

PROFESSIONAL ENRICHMENT

POA employees may use up to a maximum of \$1,000 per fiscal year to pay for education, conferences and training.

BILINGUAL PAY

Upon recommendation of the Department Head, approval of the Director of Human Resources and successful completion of a bilingual performance evaluation, a POA employee will receive \$200 per month in addition to his/her regular pay on the condition that bilingual skills are continuously utilized in the performance of his/her duties.

Information contained herein is for informational purposes only. If there is conflicting information, the employee’s Memorandum of Understanding and/or Civil Service Rules will prevail.